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Survey Reports Average Pay in the Milwaukee-Racine, WI Metropolitan Area

Workers in the Milwaukee-Racine, Wisconsin metropolitan area averaged \$16.09 per hour during November 1998, according to a new wage study issued by the U. S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Peter J. Hebein reported that white-collar workers averaged \$19.58 per hour and accounted for 49 percent of the workers studied. Blue-collar workers, representing 35 percent of all workers, averaged \$13.95 per hour. Those in service occupations earned \$9.43 per hour and accounted for the remaining employment in Milwaukee-Racine.

The National Compensation Survey presents straight-time earnings for all occupations in establishments with 50 or more employees in private industry and state and local government, but excludes those in agricultural establishments, private households, federal government, and the self-employed. The survey was based on a sample of 261 establishments chosen to represent 2,882 organizations employing 513,873 workers within the Milwaukee-Racine, WI Consolidated Metropolitan Statistical Area (CMSA) which includes Milwaukee, Ozaukee, Racine, Washington, and Waukesha Counties.

Wage data provided by National Compensation Surveys may be used by businesses for establishing pay plans, making decisions regarding the establishment of new locations, and in collective bargaining negotiations. Individuals may use such data to negotiate pay with their employers and to help choose potential careers. The Federal government uses this data to help determine appropriate salary levels for its own employees.

Among white-collar workers, financial managers earned \$28.18 per hour, computer programmers \$23.39, industrial engineers \$22.67 and registered nurses \$20.14. Hourly pay in specific sales jobs ranged from \$25.49 for mining, manufacturing and wholesale sales representatives to \$6.87 for cashiers. Among

clerical workers, secretaries were paid \$12.84 hourly, order clerks averaged \$10.80, and receptionists earned \$8.83 per hour. (See table A-1).

Hourly wages for blue collar workers in nonsupervisory positions ranged from \$21.51 for plumbers, pipefitters and steamfitters, to \$17.20 for truck drivers, \$14.69 for welders and cutters, and \$8.85 for production helpers. Employees in service occupations included public service police and detectives at \$21.40 per hour, cooks at \$9.63, and nursing aides, orderlies and attendants at \$8.22 per hour.

White-collar workers in private industry in the Milwaukee-Racine area earned \$19.03 per hour while those in State and local government averaged \$22.00. Blue-collar employees in private industry averaged \$13.91 per hour compared to those in State and local government who received \$14.61 hourly. Private industry employees accounted for 84 percent of all employees in the Milwaukee-Racine area. The remainder were employed in State and local government. Differences in average hourly earnings between private industry and State and local government could be due to differences in the occupational mix as well as to differences in basic pay rates. (See table A-2.)

Data for selected characteristics such as full-/part-time employment, union/nonunion status, and establishment size are also included. Overall, wages for full-time workers averaged \$16.95 per hour, compared to \$10.10 per hour for part-timers. Union workers recorded an average hourly rate of \$17.32, while their nonunion counterparts averaged \$15.57. Time workers, whose wages are based solely on an hourly rate or salary, earned \$16.12 per hour, and incentive workers whose wages are at least partially based on productivity payments such as piece rates, averaged \$15.51 hourly. (See table C-1.) Employees in private establishments with 50-99 workers averaged \$12.41, while in establishments with 500 workers or more, average pay was \$18.60 per hour. (See table C-3.)

Subject to publishability criteria, average rates of pay are also available for occupations based on knowledge, skill, independent judgment, supervision received and other factors required for the job. Survey findings are used by business, labor, academicians, and state and local government officials in wage and salary administration, collective bargaining negotiations, business relocation planning, and occupational counseling.

Survey Availability

Complete survey results are contained in the National Compensation Survey, Milwaukee-Racine, WI, November 1998, (Bulletin 3095-44) and are available on the BLS Internet site at: <http://stats.bls.gov/comhome.htm> and from the Bureau's automated fax-on-demand service in Chicago at (312) 353-1880, menu option 1. Using a touch-tone telephone, up to four documents at a time can be ordered and faxed to you within minutes, 24-hours a day.

Printed copies of Bulletin 3095-44 may be purchased for \$5.00 from the Bureau of Labor Statistics, Publications Sales Center, P. O. Box 2145, Chicago, IL 60690. Telephone orders using a credit card (MasterCard, Visa or Discover/NOVUS)

or GPO Deposit Account may be placed between 8:00 AM and 3:00 PM Central Time at (312) 353-1880. The BLS Publication Sales Center stocks National Compensation Surveys for all areas nationwide as well as other BLS publications.

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Technical Note

The list of establishments from which a survey sample is selected is developed from State unemployment insurance reports. Each sampled establishment is randomly selected with a probability proportional to its employment. Use of this technique means that the larger the establishment's employment, the greater its chance of selection. Weights are applied to each establishment when the data are tabulated, so that a sampled establishment represents all establishments of similar size and employment.

The next step in sample selection is a probability sample of occupations within the selected establishment. As with establishments, occupations are selected using a probability proportional to the number of employees within each occupation. Therefore, the occupations with the largest number of employees have the greatest probability of being selected. After being selected, jobs are classified based on the Census of Population system of approximately 480 occupations. Data are then broken down by numerous workforce characteristics. Wage rates for different work levels within occupation groups also are published. The process of determining these work levels is called generic leveling. (See Appendix B of the published report or Fax-on-Demand Document No. 9455.)

Generic leveling ranks and compares all randomly selected occupations in an establishment using the same 10 leveling factors: knowledge, supervision received, guidelines, complexity, scope and effect, personal contacts, purpose of contacts, physical demands, work environment, and supervisory duties. Each of the first nine factors (supervisory duties are excluded) contains a number of levels and each level has an associated written description and point value. The total number of

points determines the overall level of the occupation. (See Appendix C of the published report or Fax-on-Demand Document No. 9456.)

Additional information on survey methodology is available in Appendix A of the published bulletin, from the Internet at <http://stats.bls.gov/compub.htm> and as Document No. 9704 on the BLS Fax-on-Demand.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Milwaukee-Racine, WI, November 1998

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
All occupations	\$16.09	\$7.19	\$9.66	\$14.00	\$20.12	\$27.07
All occupations excluding sales	16.14	7.40	9.76	14.12	20.19	26.82
White-collar occupations	19.58	9.15	12.05	17.00	24.04	34.42
White-collar occupations excluding sales	20.19	9.64	12.60	17.63	24.86	35.10
Professional specialty and technical occupations	23.30	13.47	16.50	20.85	28.03	36.28
Professional specialty occupations	25.07	14.49	18.03	22.78	30.19	37.18
Engineers, architects, and surveyors	26.04	18.57	21.50	25.10	29.12	34.77
Industrial engineers	22.67	20.40	21.20	22.60	23.50	28.08
Mechanical engineers	22.89	17.79	18.75	21.72	26.48	31.86
Engineers, N.E.C.	31.30	25.27	27.82	29.12	34.15	40.87
Mathematical and computer scientists	26.94	18.03	20.99	26.44	30.58	37.18
Computer systems analysts and scientists	24.75	18.03	20.68	26.19	27.95	30.29
Operations and systems researchers and analysts	26.84	18.75	19.67	24.42	36.22	37.18
Natural scientists	25.72	15.34	18.03	19.75	33.10	41.13
Health related occupations	21.58	15.12	17.48	19.48	22.92	27.17
Physicians	31.90	13.31	13.65	14.23	52.89	70.81
Registered nurses	20.14	15.70	17.60	19.57	22.72	24.70
Therapists, N.E.C.	21.65	15.50	18.59	18.84	26.49	32.79
Teachers, college and university	40.20	19.56	31.17	41.83	50.47	54.38
Teachers, post secondary N.E.C.	34.26	16.35	28.74	35.91	41.31	43.50
Teachers, except college and university	26.67	15.52	20.76	27.84	33.80	36.71
Elementary school teachers	27.19	18.34	21.46	27.42	33.11	36.71
Secondary school teachers	29.57	19.74	24.39	30.78	34.99	36.71
Teachers, special education	21.36	13.11	13.90	17.94	29.14	34.09
Teachers, N.E.C.	28.13	17.92	22.87	29.05	34.95	37.05
Librarians, archivists, and curators	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—
Social, recreation, and religious workers	14.02	8.50	12.58	14.10	17.02	18.11
Social workers	14.86	10.96	12.93	14.28	17.02	18.67
Lawyers and judges	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	22.17	12.66	17.05	20.43	26.92	34.42
Athletes	23.61	9.00	16.00	17.50	36.25	36.25
Technical occupations	17.41	12.04	13.91	16.26	20.13	23.80
Clinical laboratory technologists and technicians	14.96	11.36	12.60	14.02	16.92	20.15
Licensed practical nurses	13.71	11.61	12.48	13.87	14.63	15.51
Health technologists and technicians, N.E.C.	13.43	8.52	10.25	13.91	15.03	19.00
Electrical and electronic technicians	21.74	17.55	19.26	21.63	24.10	27.01
Engineering technicians, N.E.C.	19.58	16.26	16.43	19.84	22.55	23.38
Drafters	16.59	11.50	15.00	16.50	19.75	20.00
Computer programmers	23.39	14.88	18.95	22.16	26.16	31.00
Technical and related occupations, N.E.C.	19.80	14.32	15.00	19.19	25.53	27.88
Executive, administrative, and managerial occupations	26.83	14.52	18.50	23.47	34.38	40.05
Executives, administrators, and managers	30.39	16.91	21.67	28.73	38.41	46.54
Administrators and officials, public administration	26.23	20.30	21.42	23.17	30.21	36.08
Financial managers	28.18	21.06	21.63	23.47	30.77	46.75
Administrators, education and related fields	34.68	25.26	31.07	36.00	39.09	41.05
Managers, medicine and health	22.93	13.13	19.23	21.38	27.97	33.16
Managers and administrators, N.E.C.	33.01	18.68	25.00	32.21	39.90	48.06
Management related occupations	21.48	13.50	15.22	18.84	26.45	34.38
Accountants and auditors	20.30	15.90	17.38	19.62	23.40	26.91
Underwriters	14.68	9.62	12.53	13.66	14.78	20.31
Other financial officers	24.22	13.42	15.69	22.05	28.37	45.12
Personnel, training, and labor relations specialists	19.72	13.81	15.08	17.72	23.49	33.00
Purchasing agents and buyers, N.E.C.	19.48	13.70	17.74	19.49	20.00	26.50
Management related occupations, N.E.C.	23.53	14.42	15.65	19.69	32.83	35.77
Sales occupations	15.40	6.00	7.85	13.17	18.49	30.12
Supervisors, sales occupations	17.56	7.50	10.55	14.42	23.95	30.42
Sales representatives, mining, manufacturing, and wholesale	25.49	13.69	15.00	21.97	30.29	41.95
Sales workers, other commodities	8.13	5.93	6.28	7.32	9.15	10.75
Cashiers	6.87	5.18	5.50	6.25	7.49	10.15

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Milwaukee-Racine, WI, November 1998 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
White-collar occupations (-Continued)						
Sales occupations (-Continued)						
Sales support occupations, N.E.C.	\$14.63	\$8.22	\$12.67	\$14.20	\$18.83	\$19.16
Administrative support occupations, including clerical	12.44	8.50	9.66	11.90	13.93	17.96
Supervisors, general office	14.88	10.00	12.05	12.59	19.46	20.91
Secretaries	12.84	9.82	10.79	12.43	13.83	16.45
Receptionists	8.83	7.00	8.00	9.50	10.00	10.00
Information clerks, N.E.C.	12.07	9.60	11.70	12.36	12.36	14.70
Order clerks	10.80	8.76	9.07	10.00	11.90	13.38
Records clerks, N.E.C.	11.80	8.22	9.58	12.02	13.85	15.08
Bookkeepers, accounting and auditing clerks	11.30	8.50	9.38	11.00	12.98	14.49
Payroll and timekeeping clerks	11.96	9.86	9.86	11.50	12.42	14.51
Mail clerks except postal service	10.79	8.96	9.45	9.93	11.78	15.29
Dispatchers	13.67	10.62	10.92	13.52	14.51	17.19
Production coordinators	13.82	9.44	11.43	12.90	16.22	20.06
Traffic, shipping and receiving clerks	10.93	8.50	9.00	10.75	12.14	14.39
Insurance adjusters, examiners, and investigators	19.81	11.76	13.53	21.62	23.99	27.00
Investigators and adjusters except insurance	12.14	9.00	10.03	12.35	13.45	14.80
General office clerks	10.78	8.24	9.06	10.37	12.67	14.05
Data entry keyers	10.13	8.50	9.35	9.87	11.01	12.34
Teachers' aides	10.15	8.09	8.61	9.87	11.60	12.16
Administrative support occupations, N.E.C.	12.35	8.50	10.16	12.01	14.41	16.40
Blue-collar occupations	13.95	7.09	9.61	13.40	17.86	21.35
Precision production, craft, and repair occupations	18.25	11.50	15.37	18.05	21.45	24.11
Supervisors, mechanics and repairers	24.75	15.04	21.25	26.75	29.09	32.26
Industrial machinery repairers	18.65	15.00	15.76	17.43	21.85	24.23
Electricians	21.44	19.28	20.60	21.45	23.52	24.37
Plumbers, pipefitters and steamfitters	21.51	16.09	16.91	25.10	25.62	25.96
Supervisors, production occupations	18.33	11.50	14.42	18.75	21.63	25.60
Tool and die makers	21.29	18.94	19.98	21.54	23.09	23.27
Machinists	15.83	11.75	15.00	15.90	18.28	18.50
Miscellaneous precision workers, N.E.C.	19.59	15.28	15.57	20.06	21.83	23.13
Stationary engineers	16.89	14.39	15.90	16.71	17.74	21.07
Machine operators, assemblers, and inspectors	12.56	6.75	9.25	12.00	15.56	20.40
Lathe and turning machine operators	17.72	11.83	16.63	18.53	20.43	22.25
Punching and stamping press operators	15.65	9.95	12.22	15.16	20.73	20.73
Drilling and boring machine operators	13.41	10.09	10.60	12.15	15.80	18.25
Grinding, abrading, buffing, and polishing machine operators	10.78	8.00	8.50	10.00	13.30	13.76
Numerical control machine operators	13.46	9.59	11.40	13.55	15.10	16.00
Fabricating machine operators, N.E.C.	14.01	7.50	12.85	12.85	15.93	20.87
Molding and casting machine operators	11.39	8.30	8.80	9.60	13.37	15.56
Printing press operators	14.42	7.25	8.75	14.21	19.78	21.66
Packaging and filling machine operators	13.12	8.75	10.00	12.18	16.93	18.15
Painting and paint spraying machine operators ...	13.16	9.25	9.25	13.10	14.75	21.40
Miscellaneous machine operators, N.E.C.	14.10	8.74	10.61	12.50	18.50	21.36
Welders and cutters	14.69	9.55	11.75	13.50	18.64	20.76
Assemblers	10.40	6.00	6.00	9.66	12.52	17.93
Miscellaneous hand working occupations, N.E.C.	10.52	6.00	7.16	11.18	11.18	21.22
Production inspectors, checkers and examiners ..	10.89	8.26	8.76	9.73	12.86	15.90
Transportation and material moving occupations	16.07	9.50	12.47	16.02	19.52	21.90
Truck drivers	17.20	10.86	13.53	16.21	21.35	22.38
Industrial truck and tractor equipment operators ..	14.87	9.40	12.34	14.52	19.86	20.64
Handlers, equipment cleaners, helpers, and laborers	10.20	6.00	7.00	9.25	12.55	15.89
Groundskeepers and gardeners except farm	13.66	6.80	8.16	14.65	18.85	18.85
Production helpers	8.85	6.00	7.00	8.00	10.00	14.28
Stock handlers and baggers	10.61	6.50	7.98	9.71	13.80	14.05
Machine feeders and offbearers	9.49	6.50	7.04	10.25	11.88	12.55
Freight, stock, and material handlers, N.E.C.	11.06	7.90	9.07	10.62	13.05	16.62
Hand packers and packagers	9.22	7.00	7.50	9.56	10.33	12.50
Laborers except construction, N.E.C.	8.85	5.72	6.28	8.00	10.52	13.09
Service occupations	9.43	5.50	6.65	8.25	10.36	16.34

See footnotes at end of table.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Milwaukee-Racine, WI, November 1998 — Continued

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
Service occupations (-Continued)						
Protective service occupations	\$16.61	\$9.36	\$11.71	\$16.49	\$21.42	\$23.72
Police and detectives, public service	21.40	18.52	21.04	21.42	22.16	22.90
Guards and police except public service	11.69	7.50	9.01	9.95	16.98	16.98
Food service occupations	7.32	3.52	5.45	6.85	9.00	11.00
Supervisors, food preparation and service occupations	12.10	8.00	8.46	11.54	15.93	16.34
Waiters and waitresses	3.59	2.33	2.33	3.18	4.69	5.55
Cooks	9.63	6.30	8.50	9.50	10.09	12.00
Kitchen workers, food preparation	8.27	6.00	6.65	8.00	10.15	10.30
Waiters'/Waitresses' assistants	7.47	5.34	6.00	6.50	7.18	13.57
Food preparation occupations, N.E.C.	6.80	5.25	5.62	6.50	7.57	8.97
Health service occupations	8.46	6.20	7.50	8.50	9.38	10.38
Health aides, except nursing	10.14	8.23	9.00	9.66	10.31	12.52
Nursing aides, orderlies and attendants	8.22	6.00	7.40	8.25	9.09	10.19
Cleaning and building service occupations	9.85	5.98	6.80	8.35	11.54	16.00
Maids and housemen	7.24	5.75	6.00	7.52	7.90	8.60
Janitors and cleaners	8.95	5.86	6.50	7.85	10.68	13.44
Personal service occupations	8.18	6.00	6.70	7.72	9.29	10.73
Child care workers, N.E.C.	6.91	5.90	6.00	6.70	7.10	7.50
Service occupations, N.E.C.	8.89	6.65	7.72	8.24	10.15	12.20

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

² All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one

establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Milwaukee-Racine, WI, November 1998

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$15.54	\$7.00	\$9.41	\$13.45	\$19.37	\$25.49	\$19.53	\$9.36	\$13.15	\$17.71	\$23.99	\$34.23
All occupations excluding sales	15.55	7.04	9.50	13.50	19.48	25.08	19.53	9.36	13.15	17.71	23.99	34.23
White-collar occupations	19.03	8.95	11.78	16.25	23.27	33.05	22.00	10.62	13.88	19.75	30.05	36.28
White-collar occupations excluding sales	19.71	9.50	12.35	16.99	23.47	34.38	22.00	10.62	13.88	19.75	30.05	36.28
Professional specialty and technical occupations	22.74	13.09	16.03	20.37	26.33	36.06	24.55	13.92	17.78	23.09	32.05	36.52
Professional specialty occupations	24.92	14.42	18.00	22.36	28.58	38.94	25.31	14.49	18.34	24.28	32.58	36.71
Engineers, architects, and surveyors	26.22	19.38	21.50	25.27	29.12	34.78	—	—	—	—	—	—
Industrial engineers	22.67	20.40	21.20	22.60	23.50	28.08	—	—	—	—	—	—
Mechanical engineers	22.89	17.79	18.75	21.72	26.48	31.86	—	—	—	—	—	—
Engineers, N.E.C.	31.30	25.27	27.82	29.12	34.15	40.87	—	—	—	—	—	—
Mathematical and computer scientists	27.61	18.75	21.71	26.95	30.88	37.18	—	—	—	—	—	—
Computer systems analysts and scientists	25.75	18.03	22.36	26.82	28.56	30.58	—	—	—	—	—	—
Operations and systems researchers and analysts	26.84	18.75	19.67	24.42	36.22	37.18	—	—	—	—	—	—
Natural scientists	—	—	—	—	—	—	—	—	—	—	—	—
Health related occupations	21.82	15.12	17.21	19.73	23.07	27.63	19.78	17.20	17.89	18.84	20.12	21.02
Physicians	31.90	13.31	13.65	14.23	52.89	70.81	—	—	—	—	—	—
Registered nurses	20.22	15.65	17.59	19.74	22.78	25.09	—	—	—	—	—	—
Therapists, N.E.C.	22.67	13.47	17.20	23.74	27.73	32.79	—	—	—	—	—	—
Teachers, college and university	—	—	—	—	—	—	31.34	19.56	19.56	32.14	40.09	42.39
Teachers, post secondary N.E.C.	—	—	—	—	—	—	34.26	16.35	28.74	35.91	41.31	43.50
Teachers, except college and university	13.96	8.59	8.59	12.67	15.70	24.43	27.85	18.34	22.26	28.59	34.05	36.71
Elementary school teachers	21.04	13.17	15.24	20.54	24.35	30.87	27.39	18.65	22.01	27.60	33.23	36.71
Secondary school teachers	23.50	13.63	14.83	20.54	30.10	41.43	29.76	20.12	24.86	31.07	35.10	36.71
Teachers, N.E.C.	—	—	—	—	—	—	28.13	17.92	22.84	29.13	34.95	37.33
Librarians, archivists, and curators	—	—	—	—	—	—	—	—	—	—	—	—
Social scientists and urban planners	—	—	—	—	—	—	—	—	—	—	—	—
Social, recreation, and religious workers	11.55	5.75	8.50	10.50	14.49	18.11	15.38	12.93	13.74	14.65	17.02	18.72
Social workers	12.69	9.50	10.25	12.36	12.98	17.79	15.50	12.93	13.52	14.71	17.28	18.82
Lawyers and judges	—	—	—	—	—	—	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	22.43	12.90	17.10	20.43	26.92	34.42	—	—	—	—	—	—
Technical occupations	17.62	12.04	14.11	16.35	20.15	24.49	15.69	11.67	13.47	14.69	18.47	20.92
Clinical laboratory technologists and technicians	14.96	11.36	12.60	14.02	16.92	20.15	—	—	—	—	—	—
Licensed practical nurses	13.99	12.00	12.60	14.15	14.73	16.45	—	—	—	—	—	—
Health technologists and technicians, N.E.C.	13.43	8.52	10.25	13.91	15.03	19.00	—	—	—	—	—	—
Electrical and electronic technicians	21.74	17.55	19.26	21.63	24.10	27.01	—	—	—	—	—	—
Drafters	16.59	11.50	15.00	16.50	19.75	20.00	—	—	—	—	—	—
Computer programmers	23.44	14.88	18.95	22.16	26.16	31.00	—	—	—	—	—	—
Technical and related occupations, N.E.C.	20.10	14.32	15.00	19.19	25.82	27.88	—	—	—	—	—	—
Executive, administrative, and managerial occupations	26.57	14.42	17.50	23.46	33.32	40.64	28.55	18.83	21.42	28.73	36.08	39.09
Executives, administrators, and managers	30.40	15.97	21.63	27.04	38.81	48.08	30.33	20.30	22.23	30.83	36.40	39.09
Administrators and officials, public administration	—	—	—	—	—	—	26.23	20.30	21.42	23.17	30.21	36.08
Financial managers	28.18	21.06	21.63	23.47	30.77	46.75	—	—	—	—	—	—
Administrators, education and related fields	—	—	—	—	—	—	35.65	28.39	31.38	36.40	39.09	41.05
Managers, medicine and health	21.83	13.13	17.75	21.00	26.72	30.55	—	—	—	—	—	—
Managers and administrators, N.E.C.	33.17	17.95	25.00	32.21	39.90	48.08	—	—	—	—	—	—
Management related occupations	21.59	13.42	15.14	19.38	26.84	34.38	—	—	—	—	—	—
Accountants and auditors	20.30	15.90	17.38	19.62	23.40	26.91	—	—	—	—	—	—
Underwriters	14.68	9.62	12.53	13.66	14.78	20.31	—	—	—	—	—	—
Other financial officers	24.22	13.42	15.69	22.05	28.37	45.12	—	—	—	—	—	—
Personnel, training, and labor relations specialists	19.72	13.81	15.08	17.72	23.49	33.00	—	—	—	—	—	—
Purchasing agents and buyers, N.E.C.	19.48	13.70	17.74	19.49	20.00	26.50	—	—	—	—	—	—

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Milwaukee-Racine, WI, November 1998 — Continued

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
White-collar occupations (-Continued)												
Executive, administrative, and managerial occupations (-Continued)												
Management related occupations (-Continued)												
Management related occupations, N.E.C.	\$23.53	\$14.42	\$15.65	\$19.69	\$32.83	\$35.77	—	—	—	—	—	—
Sales occupations	15.40	6.00	7.85	13.17	18.49	30.12	—	—	—	—	—	—
Supervisors, sales occupations	17.56	7.50	10.55	14.42	23.95	30.42	—	—	—	—	—	—
Sales representatives, mining, manufacturing, and wholesale	25.49	13.69	15.00	21.97	30.29	41.95	—	—	—	—	—	—
Sales workers, other commodities	8.13	5.93	6.28	7.32	9.15	10.75	—	—	—	—	—	—
Cashiers	6.87	5.18	5.50	6.25	7.49	10.15	—	—	—	—	—	—
Sales support occupations, N.E.C.	14.63	8.22	12.67	14.20	18.83	19.16	—	—	—	—	—	—
Administrative support occupations, including clerical	12.55	8.50	9.65	12.00	14.07	18.27	\$11.79	\$8.59	\$10.16	\$11.38	\$13.86	\$14.87
Supervisors, general office	14.88	10.00	12.05	12.59	19.46	20.91	—	—	—	—	—	—
Secretaries	13.15	9.71	10.79	12.48	13.84	18.22	12.12	10.16	10.79	11.93	13.74	13.93
Receptionists	8.83	7.00	8.00	9.50	10.00	10.00	—	—	—	—	—	—
Information clerks, N.E.C.	12.07	9.60	11.70	12.36	12.36	14.70	—	—	—	—	—	—
Order clerks	10.80	8.76	9.07	10.00	11.90	13.38	—	—	—	—	—	—
Records clerks, N.E.C.	11.80	8.22	9.58	12.02	13.85	15.08	—	—	—	—	—	—
Bookkeepers, accounting and auditing clerks	10.93	8.00	9.00	10.57	12.85	13.88	—	—	—	—	—	—
Payroll and timekeeping clerks	11.96	9.86	9.86	11.50	12.42	14.51	—	—	—	—	—	—
Mail clerks except postal service	10.79	8.96	9.45	9.93	11.78	15.29	—	—	—	—	—	—
Production coordinators	13.82	9.44	11.43	12.90	16.22	20.06	—	—	—	—	—	—
Traffic, shipping and receiving clerks	10.93	8.50	9.00	10.75	12.14	14.39	—	—	—	—	—	—
Insurance adjusters, examiners, and investigators	19.81	11.76	13.53	21.62	23.99	27.00	—	—	—	—	—	—
Investigators and adjusters except insurance	12.14	9.00	10.03	12.35	13.45	14.80	—	—	—	—	—	—
General office clerks	10.56	6.68	8.50	10.48	12.75	14.05	10.96	9.00	9.64	10.22	11.68	14.15
Data entry keyers	10.13	8.50	9.35	9.87	11.01	12.34	—	—	—	—	—	—
Teachers' aides	—	—	—	—	—	—	10.17	8.09	8.61	10.05	11.60	12.16
Administrative support occupations, N.E.C.	12.14	8.50	9.97	12.01	13.82	16.54	—	—	—	—	—	—
Blue-collar occupations	13.91	7.22	9.60	13.09	17.86	21.35	14.61	5.94	12.24	15.86	17.92	18.85
Precision production, craft, and repair occupations	18.34	11.50	15.34	18.29	21.82	24.37	17.27	14.39	16.09	17.32	17.92	20.60
Supervisors, mechanics and repairers	24.75	15.04	21.25	26.75	29.09	32.26	—	—	—	—	—	—
Industrial machinery repairers	18.65	15.00	15.76	17.43	21.85	24.23	—	—	—	—	—	—
Electricians	21.59	19.28	19.41	22.96	23.52	24.37	—	—	—	—	—	—
Supervisors, production occupations ..	18.33	11.50	14.42	18.75	21.63	25.60	—	—	—	—	—	—
Tool and die makers	21.29	18.94	19.98	21.54	23.09	23.27	—	—	—	—	—	—
Machinists	15.83	11.75	15.00	15.90	18.28	18.50	—	—	—	—	—	—
Miscellaneous precision workers, N.E.C.	19.59	15.28	15.57	20.06	21.83	23.13	—	—	—	—	—	—
Machine operators, assemblers, and inspectors	12.56	6.75	9.25	12.00	15.56	20.40	—	—	—	—	—	—
Lathe and turning machine operators	17.72	11.83	16.63	18.53	20.43	22.25	—	—	—	—	—	—
Punching and stamping press operators	15.65	9.95	12.22	15.16	20.73	20.73	—	—	—	—	—	—
Drilling and boring machine operators	13.41	10.09	10.60	12.15	15.80	18.25	—	—	—	—	—	—
Grinding, abrading, buffing, and polishing machine operators	10.78	8.00	8.50	10.00	13.30	13.76	—	—	—	—	—	—
Numerical control machine operators	13.46	9.59	11.40	13.55	15.10	16.00	—	—	—	—	—	—
Fabricating machine operators, N.E.C.	14.01	7.50	12.85	12.85	15.93	20.87	—	—	—	—	—	—
Molding and casting machine operators	11.39	8.30	8.80	9.60	13.37	15.56	—	—	—	—	—	—
Printing press operators	14.45	7.25	8.75	14.21	19.78	21.66	—	—	—	—	—	—
Packaging and filling machine operators	13.12	8.75	10.00	12.18	16.93	18.15	—	—	—	—	—	—

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Milwaukee-Racine, WI, November 1998 — Continued

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
Blue-collar occupations (-Continued)												
Machine operators, assemblers, and inspectors (-Continued)												
Painting and paint spraying machine operators	\$13.16	\$9.25	\$9.25	\$13.10	\$14.75	\$21.40	—	—	—	—	—	—
Miscellaneous machine operators, N.E.C.	14.10	8.74	10.61	12.50	18.50	21.36	—	—	—	—	—	—
Welders and cutters	14.69	9.55	11.75	13.50	18.64	20.76	—	—	—	—	—	—
Assemblers	10.40	6.00	6.00	9.66	12.52	17.93	—	—	—	—	—	—
Miscellaneous hand working occupations, N.E.C.	10.52	6.00	7.16	11.18	11.18	21.22	—	—	—	—	—	—
Production inspectors, checkers and examiners	10.89	8.26	8.76	9.73	12.86	15.90	—	—	—	—	—	—
Transportation and material moving occupations	15.89	9.40	12.40	16.00	19.52	21.36	—	—	—	—	—	—
Truck drivers	17.28	10.86	12.52	16.50	21.35	22.74	—	—	—	—	—	—
Industrial truck and tractor equipment operators	14.87	9.40	12.34	14.52	19.86	20.64	—	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	9.93	6.25	7.25	9.25	11.59	14.77	\$11.63	\$5.54	\$6.43	\$13.52	\$15.89	\$18.85
Groundskeepers and gardeners except farm	—	—	—	—	—	—	14.80	8.16	8.16	14.65	18.85	18.85
Production helpers	8.85	6.00	7.00	8.00	10.00	14.28	—	—	—	—	—	—
Stock handlers and baggers	10.61	6.50	7.98	9.71	13.80	14.05	—	—	—	—	—	—
Machine feeders and offbearers	9.49	6.50	7.04	10.25	11.88	12.55	—	—	—	—	—	—
Freight, stock, and material handlers, N.E.C.	11.06	7.90	9.07	10.62	13.05	16.62	—	—	—	—	—	—
Hand packers and packagers	9.22	7.00	7.50	9.56	10.33	12.50	—	—	—	—	—	—
Laborers except construction, N.E.C.	9.15	6.10	7.00	8.75	10.52	11.48	8.07	5.40	5.54	6.28	7.80	16.72
Service occupations	8.00	5.30	6.25	7.73	9.41	10.81	15.28	8.46	9.95	14.20	20.99	22.79
Protective service occupations	12.28	7.00	9.01	9.32	16.98	16.98	17.39	9.59	13.67	16.98	22.04	23.76
Police and detectives, public service ..	—	—	—	—	—	—	21.40	18.52	21.04	21.42	22.16	22.90
Guards and police except public service	12.30	7.00	8.86	10.09	16.98	16.98	—	—	—	—	—	—
Food service occupations	7.23	3.36	5.35	6.65	9.00	11.00	8.69	7.80	8.07	8.49	9.39	10.09
Supervisors, food preparation and service occupations	12.24	8.00	11.20	11.54	16.34	16.34	—	—	—	—	—	—
Waiters and waitresses	3.59	2.33	2.33	3.18	4.69	5.55	—	—	—	—	—	—
Cooks	9.62	6.00	8.30	9.50	10.00	12.00	—	—	—	—	—	—
Kitchen workers, food preparation	8.33	6.00	6.65	7.75	10.15	10.30	—	—	—	—	—	—
Waiters'/Waitresses' assistants	7.47	5.34	6.00	6.50	7.18	13.57	—	—	—	—	—	—
Food preparation occupations, N.E.C.	6.57	5.18	5.53	6.30	7.17	8.78	—	—	—	—	—	—

See footnotes at end of table.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Milwaukee-Racine, WI, November 1998 — Continued

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
Service occupations (-Continued)												
Health service occupations	\$8.38	\$6.00	\$7.50	\$8.40	\$9.29	\$10.25	—	—	—	—	—	—
Health aides, except nursing	10.14	8.23	9.00	9.66	10.31	12.52	—	—	—	—	—	—
Nursing aides, orderlies and attendants	8.12	6.00	7.40	8.23	9.00	9.94	—	—	—	—	—	—
Cleaning and building service occupations	8.19	5.86	6.25	7.52	10.00	11.54	\$15.28	\$9.20	\$12.00	\$14.12	\$20.99	\$20.99
Maids and housemen	7.24	5.75	6.00	7.52	7.90	8.60	—	—	—	—	—	—
Janitors and cleaners	7.87	5.86	6.18	7.33	9.00	10.68	12.95	9.20	12.00	12.91	14.12	16.18
Personal service occupations	8.18	6.00	6.70	7.72	9.39	10.70	8.18	6.00	6.97	7.86	9.00	11.58
Service occupations, N.E.C.	8.91	6.65	7.72	8.24	10.15	12.20	—	—	—	—	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

² All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover

all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-1. Mean hourly earnings¹ by occupational group and selected characteristics, all industries, Milwaukee-Racine, WI, November 1998

Occupational group ²	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
All occupations	\$16.95	\$10.10	\$17.32	\$15.57	\$16.12	\$15.51
All occupations excluding sales	16.92	10.45	17.46	15.55	16.17	14.96
White-collar occupations	20.25	13.92	19.83	19.52	19.78	15.62
White-collar excluding sales	20.60	16.14	20.47	20.12	20.27	—
Professional specialty and technical occupations	23.75	20.25	25.07	22.60	23.30	—
Professional specialty occupations	25.51	22.06	25.88	24.65	25.07	—
Technical occupations	17.90	13.92	16.02	17.57	17.41	—
Executive, administrative, and managerial occupations ...	26.83	—	24.43	26.98	26.97	—
Sales occupations	17.49	6.82	—	15.85	14.99	16.31
Administrative support including clerical occupations	12.74	9.89	13.27	12.20	12.46	—
Blue-collar occupations	14.41	8.26	16.46	12.03	13.85	15.59
Precision production, craft, and repair occupations	18.31	—	19.45	17.08	18.14	21.29
Machine operators, assemblers, and inspectors	12.68	7.17	15.74	10.83	12.37	14.29
Transportation and material moving occupations	16.89	9.51	16.66	14.84	15.99	—
Handlers, equipment cleaners, helpers, and laborers	10.93	8.06	12.78	8.64	10.12	—
Service occupations	10.74	6.95	14.18	7.86	9.41	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary;

incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-3. Mean hourly earnings¹ by occupational group and establishment employment size, private industry, all workers², Milwaukee-Racine, WI, November 1998

Occupational group ³	All private industry workers	50 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All occupations	\$15.54	\$12.41	\$16.26	\$14.53	\$18.60
All occupations excluding sales	15.55	12.12	16.29	14.50	18.58
White-collar occupations	19.03	16.33	19.46	17.53	21.51
White-collar excluding sales	19.71	17.25	20.00	18.18	21.64
Professional specialty and technical occupations	22.74	19.61	22.90	20.36	24.53
Professional specialty occupations	24.92	19.64	25.25	21.67	27.26
Technical occupations	17.62	—	17.56	18.04	17.15
Executive, administrative, and managerial occupations ...	26.57	25.58	26.73	24.72	28.64
Sales occupations	15.40	14.59	15.75	14.85	—
Administrative support, including clerical occupations	12.55	11.12	12.78	12.93	12.60
Blue-collar occupations	13.91	12.05	14.38	13.66	15.39
Precision production, craft, and repair occupations	18.34	16.99	18.69	18.17	19.45
Machine operators, assemblers, and inspectors	12.56	8.86	13.49	12.20	15.30
Transportation and material moving occupations	15.89	16.80	15.63	15.25	16.24
Handlers, equipment cleaners, helpers, and laborers	9.93	9.29	10.06	10.09	10.02
Service occupations	8.00	7.07	8.46	8.01	10.41

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means not elsewhere classified. IN THIS SURVEY, THE NONRESPONSE RATE FOR PRIVATE INDUSTRY EXCEEDED REGULAR SURVEY STANDARDS FOR PUBLICATION. ACCORDINGLY, USERS SHOULD INTERPRET THESE RESULTS WITH THIS LIMITATION IN MIND.

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.